

NEWSLINE

Published weekly for employees of Lawrence Livermore National Laboratory

Friday, September 7, 2001

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Majority of employees 'proud to be associated' with Lab

Survey finds employees give high marks to safety, job satisfaction

By Lynda Seaver

NEWSLINE STAFF WRITER

More than 80 percent of the workforce says it is "proud to be associated" with the Laboratory, according to results from the employee survey, "Assessing the Workplace."

Laboratory employees, on the whole, gave high marks for the level of safety at LLNL, their work role and involvement, and overall job satisfaction and commitment. All three categories scored higher than a 70 percent favorable response, with safety in the workplace being the highest at 83 percent favorable.

"It is a fascinating series of data. What it says is as interesting as what it doesn't say," said Director Bruce Tarter in inviting employees to "take a good look at the data. Hear it today, then we'll take a little bit of time to digest it."

The results of the survey, held in May and June, were pre-

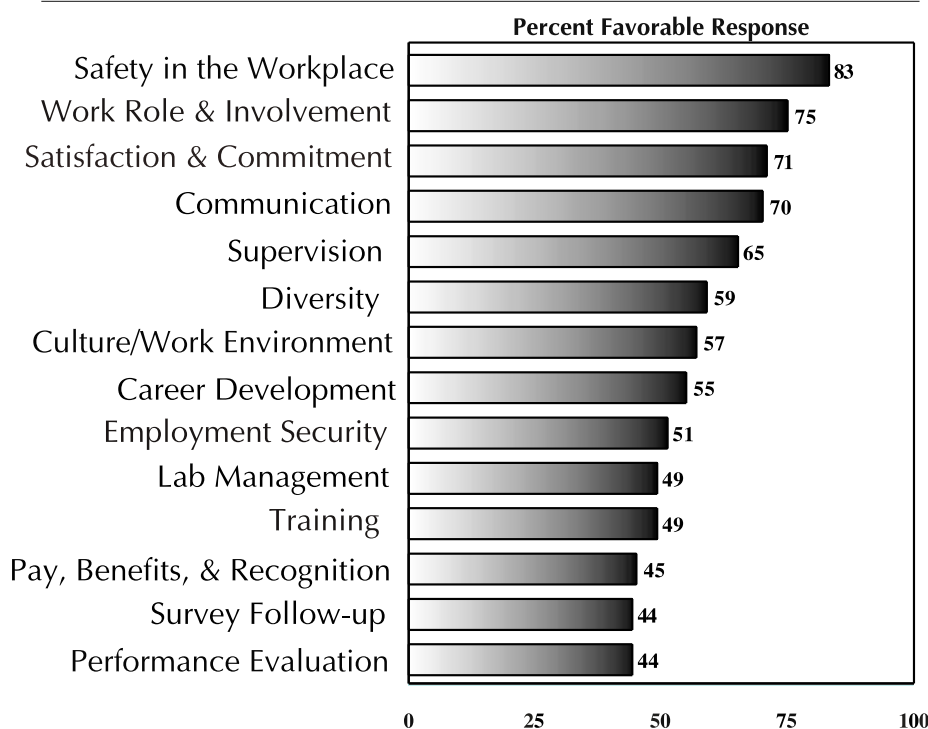
sented to employees Thursday during a special all-hands meeting. Rebroadcasts of that presentation are currently playing every hour on Lab TV Channel 2. The results are also posted on the Grapevine at <http://www-r.llnl.gov> (click on the survey logo) or directly on the Web at

http://www-r.llnl.gov/intranet/001news/esr_files/esr.html.

During the presentation, Leo Brajkovich of International Survey Research, the firm that conducted the survey, showed that many facets of the Lab rank

See **SURVEY**, page 7

LLNL Employee Opinion Survey: Overall (N=5,413)



Lab will decipher data to decide course of action

By Sheri Byrd

NEWSLINE STAFF WRITER

After the results from the employee survey, "Assessing the Workplace" were unveiled, Associate Director for Administration Jan Tulk assured employees gathered in the Bldg. 123 auditorium and watching on live Lab TV that action will be forthcoming based on those results.

Tulk thanked employees for "exceeding expectations" on the number of responses, totaling 70 percent of the Lab's population.

"We have a full suite of data, and are forming focus groups and taking recommendations from individuals and management to develop definite follow-on actions," she said. "We really want to address these issues in a timely and constructive manner. Our goal is to have a plan by February on how to best move forward."

Tulk emphasized that any-

See **ACTION**, page 8

Lab presents new line of thought on solar corona

By Anne M. Stark

NEWSLINE STAFF WRITER

Lab physicists and astrophysicists have explained how the two strongest energy emission lines from iron ions in the solar corona differ from laboratory calculations.

The emission lines — a discrete spectral line that corresponds to the emission of energy at a single wavelength — from iron ions in the solar corona have puzzled solar scientists for many years. The observed intensity ratio of the two strongest lines in the soft X-ray region differed by a factor of two or more from calculations. The discrepancy led to many speculations about the properties of the solar corona that could make such a large change in the line ratio.

This problem seemed like a perfect match for the capabilities of LLNL's laboratory astrophysics group. Peter Beiersdorfer, a

physicist in V Division of the Physics and Advanced Technologies Directorate, heads the group. He teamed with Steve Kahn from Columbia University, a founding member of the group; the NASA Goddard Space Flight Center; the Princeton Plasma Physics Laboratory; and the Harvard-Smithsonian Center for Astrophysics. The group has been using laboratory facilities, particularly Livermore's electron beam ion trap, to investigate atomic physics problems of observational astronomy for the past 10 years.

In astronomy, a corona is the tenuous outermost layer of the sun's atmosphere that begins immediately above the chromosphere and contains gas at temperatures of 1 to 2 million degrees kelvin. The corona of other stars may contain much hotter gas.

When the Livermore team first looked at

See **EMISSIONS**, page 4

Brown bag discussion on diversity workshop

A daylong diversity workshop initiated by NNSA's Gen. John Gordon for administrators and personnel from Lawrence Livermore, Los Alamos and Sandia national laboratories was held Aug. 24 in Albuquerque, N. M. The meeting was attended by 16 LLNL representatives, including Jeff Wadsworth, Deputy Director for Science and Technology.

The Director's Office invites members of the Laboratory's Employee Network Groups, Asian Pacific Islander Americans and all other interested employees to attend a brown bag discussion on the proceedings and results of the workshop. The meeting will be held on Wednesday, Sept. 12, noon to 1 p.m. in the Bldg. 543 auditorium. For more information on this event, contact the Affirmative Action and Diversity Program, 2-9543.



**Sign up
for SC2001**

— Page 3



**Getting a handle
on stress injuries**

— Page 5



**New training
opportunities**

— Insert



LAB COMMUNITY NEWS

Weekly Calendar

Technical Meeting Calendar, page 4

Friday
7

Registration is now open for girls in grades 6-12 who want to attend the 2001 **San Joaquin Expanding Your Horizons** in Science and Mathematics Conference. It will be held at the University of the Pacific on Saturday, Oct. 6, from 8 a.m. to 2:30 p.m. Register online at <http://education.llnl.gov/eyh/>. Volunteers are still needed; more information is available on the Website. Contact: Toni Bettencourt, 3-4684, or Linda Dibble, 3-8651.

Tuesday
11

Grab your laptop or your keyboard and mouse and head to the Bldg. 543 auditorium at 10 a.m. for an interactive demonstration on the **ergonomic use of laptop computers**. The presenter will be Norman Kahan, who has served as a physician consultant to the Ergonomics Program at UC Berkeley and San Jose State University. His lecture/demonstration uses a follow-along format to teach a new technique for treatment and prevention of computer-related repetitive strain injuries.

Thursday
13

An **on-site Al-anon** meeting has been started and meets on Thursdays from noon-1 p.m. in Trailer 3520, room 1174. Al-Anon provides hope and help for families and friends of alcoholics. Contact: 4-4689 or 3-4827.

...

Tri Valley CAREs is hosting an informal seminar, "Straight Answers for Sick Workers," at noon in the Visitors Center auditorium. Tom Carpenter of the Government Accountability Project will explain DOE's compensation program for workers who have suffered on the job exposure to toxic chemicals or radioactivity and have become ill.

Friday
14

The Employee and Organization Development Division has openings in "**Seven Habits of Highly Effective People**" (ED-7384), on Sept. 14, 17 and 21 from 8:30 a.m. to 4:30 p.m. A one-hour orientation will be held in Bldg. 571 on Tuesday from 9-10 a.m. Cost of the course is \$260-325 depending on the number of participants. To register, sign up online at LTRAIN https://www-ais.llnl.gov/llnl_only/docs/hr/ltrain or contact EODD at 2-4842.

Saturday
15

Applications for the **Student Employee Graduate Research Fellowship** program are due. The recently expanded program will provide research fellowships that are now open to graduate students at all UC campuses. Fellowships will be awarded on a competitive basis, using criteria described at <http://www.llnl.gov/urp/Sefellowship/>. Contact: Donald Hoffman, hoffman7@llnl.gov, or Harry Radousky, radousky1@llnl.gov.

Breast cancer research focus of symposium

From the value of clinical trials to the newest information on the effects of hormones, the latest state research on breast cancer will be reported at a Sept. 14-16 symposium in Oakland, sponsored by the state-funded California Breast Cancer Research Program.

The event is free of charge to the general public, scientists and members of breast cancer advocacy and support organizations. Pre-registration is required for the event, which is to be held at the Oakland Marriott City Center, 1001 Broadway.

Special breakout sessions will discuss "Racial and Ethnic Difference in Breast Cancer," "Biomarkers — Applications for Detection and Treatment," and "Early Detection — Alternatives to Mammography."

Also, a two-hour plenary session will feature experts in breast cancer discussing the value of clinical trials — research studies that are set up to determine whether new drugs or treatments or new ways of using current or proven treatments are both safe and effective.

"Research like ours is urgently needed because every two hours, on average, a California woman dies of breast cancer," said Mhel Kavanaugh-

Lynch, director of the California Breast Cancer Research Program. "Nearly 200,000 California women have been diagnosed with or have had the disease.

"The results of our research are making a difference in the treatment of women with breast cancer and are making inroads into preventing the development of the disease," she said.

Funded since 1994 by the two-cent state tax on cigarettes, the Breast Cancer Research Program has generated more than \$100 million for 467 grants at 59 institutions across the state. It is the largest state-funded breast cancer research effort in the nation and is administrated by the UC Office of the President.

To register for the symposium, "From Research to Action," go to the Website at <http://www.ucop.edu/srphome/bcrp/symposium/2001/2001regform.htm>

You also may register or learn more about the event by calling 1-888-313-BCRP (2277).

Following the event, audio clips of some of the speakers will be featured on UC NewsWire and Science Today, both of which are located on the UC Office of the President Website at www.ucop.edu

Postdoc poster session

Anthony Esposito explains his research to Judy Cuong at the recent Chemistry & Materials Science Post Doctoral Symposium. Both are first year post doc employees in CMS. This was the third annual symposium held by CMS. This year's event featured eight talks and six posters by postdocs who are working throughout the directorate.



PHOTO COURTESY OF CHRISTINA QUIN

IN MEMORIAM

Eugene Goldberg

Services have been held for Lab retiree Eugene Goldberg, who died Aug. 19. He was 74.

Goldberg, who lived in Castro Valley, joined the Laboratory in 1953 and retired in 1990. At the time of his retirement, he was working in the Physics and Advanced Technologies Directorate.

He received his bachelor's and master's degrees in physics from the Illinois Institute of Technology in Chicago and his Ph.D., also in physics, from the University of Wisconsin.

He was a fellow of the American Physical Society.

Goldberg is survived by his wife of 47 years, Esther, as well as two sons and three grandchildren, all of whom live in the East Bay area.

Phillip L. Woodard

Laboratory retiree Phillip L. Woodard Jr. died in his Livermore home Thursday, Aug. 30. He was 64.

A native of French Camp, California, Woodard worked as a laborer in Plant Engineering for 30 years. He was a member of the Livermore Eagles and Elks Lodge and enjoyed gardening and woodworking.

Woodard is survived by his wife, Susan; sons Walter and William Woodard of Livermore;

daughter Lori Kirkham of Ceres; stepson Steven Isaak of Washington state; mother Anna Woodard of Tracy; brother Marty Woodard of Tracy, six grandchildren and two great-grandchildren.

Memorial contributions may be made to a charity of choice.

Newsline

Newsline is published weekly by the Internal Communications Department, Public Affairs Office, Lawrence Livermore National Laboratory (LLNL), for Laboratory employees and retirees.

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AROUND THE LAB



ASCI planners prepare for supercomputing conference



SC2001

Preparations are underway for Tri-Lab ASCI participation in the annual supercomputing conference, SC2001, Nov. 10-16 in Denver, Co. The theme for the Tri-Lab ASCI booth is "Terascale Today—Imagine Tomorrow."

The ASCI Program uses the annual conference series to feature many of its most impressive challenges and accomplishments, and to showcase significant contributions to

high-end technical computing.

The ASCI research exhibit is an imposing and popular booth that enjoys high visibility and excellent traffic. Scientists, engineers, students, designers, managers and executives from all areas of high-performance computing and networking report that they visit the exhibit year after year to learn about ASCI's progress and innovations. In addition to Tri-Lab ASCI Program research, the booth benefits from collaborative activities with the Alliances, the nation's defense complex and industry partners.

"Beyond Boundaries," the SC2001 theme, resonates particularly well for ASCI this year. The program plans to promote ASCI by presenting current research and development in such important areas as platform development, applications, future working environments for computations professionals, wireless communications and novel strategies for deploying break-through research.

These presentations and demonstrations will exploit innovative technologies designed, developed and implemented within ASCI. Posters, fliers and signs will support the science and technology effort with coherent design and graphics.

Participants wishing to provide fliers or techni-

cal brochures at SC2001 should contact TID editors Alane Alchorn (Computation, 2-7308) or Tim Peck (ASCI Program Office, 4-6251) as soon as possible. Either editor can expedite the editing, layout, printing, review and release of any publications.

Booth activities will be captured on a CD-ROM for post-conference distribution, allowing leveraging of the presentations and demonstrations for maximum return R & D investments.

Booth visitors can expect to find a mix of general ASCI information and individually selected highlights. The distribution of articles featuring the new ASCI logo will be used to acquire visitor information. Business cards and data from SC2001 badge swipes will be collected in exchange for these logo items. A database of visitors' names, affiliations and contact information will be created; following the conference,

each visitor will receive an ASCI CD.

Knowledgeable greeters will welcome visitors to the booth, while specialty scientists and engineers demonstrate or discuss program specifics. ASCI personnel will wear ASCI logo shirts.

Visit the "ASCI Exhibit at SC2001" Website to find information about exhibiting or demonstrating a project.

The Tri-Lab Website, <http://www.sandia.gov/supercomp/index.html>, tells more about project requirements and deadlines. Reservations and participant applications are also available and can be submitted even if plans are tentative. The SC2001 submission deadline is Sept. 21.

For further information, contact Jean Shuler at 3-1909, jshuler@llnl.gov, or visit the SC2001 home page at <http://www.sc2001.org/index.shtml>.



DON GONZALEZ/TID

Jean Shuler (center) discusses plans for the ASCI booth at SC2001 with editor Alane Alchorn, left, and designer Dan Moore. Shuler leads the Tri-Lab team, which will exhibit and demonstrate many of ASCI's latest contributions to high-end computing at SC2001 in Denver, Nov. 10-16.

Comments invited on new username policy



CIO
UPDATE

By Ted Michels

The Information Architecture (IA) Advisory Board has released for comment a new draft IA standard that identifies one's official ID as her/his official username and creates a new identity for each person: the alternate username. These identities are used to authenticate users on LLNL's unclassified Open LabNet. This draft is a step toward reaching the Information Architecture goal of providing users with a digital identity that is valid for all unclassified systems and services.

An important step in the process for approving standards at LLNL is to offer a comment period during which members of the LLNL community are invited to provide input on a proposed standard. The comment period for standard IA-1601 is Sept. 7-24. Please read the proposed standard at: <http://ia.llnl.gov/rfc/ia1601/ia1601.html> and click the "Comments" button to provide your input.

Your participation is an important part of the effort to develop the Information Architecture at LLNL.

Ted Michels is the principal deputy associate director for Computation and LLNL's acting Chief Information Officer (CIO).

Volunteers needed for 'Week of Caring' annual cleanup and senior social events

By Elizabeth Campos Rajs

NEWSLINE STAFF WRITER

As part of its participation in the annual "Week of Caring," the Laboratory has taken on four local volunteer events benefiting senior citizens in September, October and November.

The first event will be held Saturday, Sept. 15, from 9 a.m. to noon at the Friendship Center in Livermore. Eighteen volunteers are needed to help with general housecleaning of this adult daycare center.

The Week of Caring, which is Sept. 10-15, is a partnership between the United Way of the Bay Area and the Volunteer Centers of the Bay Area to match employee volunteer teams with fun and fulfilling service projects at local non-profit organizations, according to Ronna Oelrich and Janet Gutreau of the Lab's SAFE program and co-chairs of the Lab's Week of Caring effort.

The Week of Caring also serves each year as the unofficial start of the HOME Campaign, the Laboratory's annual charitable drive.

Oelrich, who coordinated the Week of Caring effort last year, was happy to sign on as a coordinator this year for NAI, she said.

"It made me feel so good to volunteer last year at the Pleasanton Senior Center," Oelrich said. "It was so great to see so many people who were so appreciative of our efforts."

In addition to the fall housecleaning for the

Friendship Center, volunteers are also needed for three social events at the Pleasanton Senior Center to help set up, prepare and serve desserts, and clean up.

The events include two dessert dances, one on Friday, Sept. 21, from 5-9 p.m., and one on Friday, Oct. 12, also from 5-9 p.m. Eight volunteers are needed for each date, Oelrich said.

"These events are so neat. The seniors look forward to these nights. They dress up, do their hair and dance from 7 to 9 p.m. They appreciated us so much and all we did was serve dessert," Oelrich said.

The third social event is a "senior prom" at the Pleasanton Senior Center on Friday, Nov. 9. Fourteen volunteers are needed to set up and decorate the hall, serve coffee and punch, prepare and serve dinner and clean up.

"I think it's going to be so much fun," Oelrich said.

Last year's Week of Caring events attracted more volunteers than the coordinators could handle. "We had to turn people away. We didn't want that to happen this year so we took on more events so we could accommodate everyone who wants to participate," Oelrich said.

Employees interested in volunteering for a specific event are encouraged to call Oelrich as soon as possible. She can be reached at 3-1694.

Each volunteer who participates in one of these four activities will receive a free T-shirt, she added.



NEWS YOU CAN USE

EMISSIONS

Continued from page 1

the problem, they found that the theoretical predictions were off. Theory had overestimated the ratio. Recalibrating to the laboratory data made the discrepancy much smaller. But it could not explain all of the discrepancy.

Last year, observations of Capella, a nearby star in the constellation of Auriga, were reported and showed that the corona of Capella had the same problem as our Sun. At that point, the team knew something unusual must have been going on. These observations, made with the Chandra and XMM X-ray Satellite Observatories, allowed astronomers for the first time to see extrasolar objects with high clarity. The hypotheses that might explain the discrepancy in the Sun should not apply to Capella. The fact that data from multi-billion dollar satellites could not be explained satisfactorily made solving the problem even more pressing.

"Using the Livermore electron beam ion trap we tried very hard to look at every aspect of the problem," said Greg Brown, who took the lead on the laboratory measurements at

Livermore. "We had lots of support from other Lab scientists, such as astrophysicist Duane Liedahl from V division."

But no matter what process the group looked at, the laboratory data continued to differ from the stellar data.

The first break came when the group collaborated with Manfred Bitter of the Princeton Plasma Laboratory and analyzed iron data from one of the Princeton tokamaks. Tokamaks are used to study the production of energy from nuclear fusion. The tokamak data for the first time reproduced all relevant aspects of the iron emission from the Sun. Therefore, the hypotheses invoked by solar physicists to reconcile the solar data with laboratory data were no longer needed. However, the group still had no explanation for the actual mechanism that produced the discrepancy in the x-ray emission.

Continued research with Livermore's EBIT-II electron beam ion trap finally paid off. The laboratory astrophysics group noticed that the iron emission could potentially become contaminated with emission from an iron ion of different charge. The emission from the different ions fell right on

top of each other, preventing a direct observation of the effect for all these years in the astrophysical plasmas. Moreover, the interfering ion is highly unstable and difficult to produce in the laboratory. The laboratory spectra were simply too "clean" to observe the effect. To prove the interference, the group managed to operate their ion trap far from the equilibrium producing lots of the interfering iron ions. As they maximized the interference, they watched the emission reproduce the solar ratios one by one.

Their findings now show that the interference makes the iron emission a useful tool to measure the temperature of the solar and stellar coronae in the range from 1.5 million to 6 million degrees Celsius.

"There are still more puzzles in the X-ray spectra observed by Chandra and XMM," Beiersdorfer said. "But we are glad that we finally solved one of the major ones."

The results from the group's ion trap and tokamak experiments are published in the August and September issues of *Astrophysical Journal Letters* and *Physical Review A*, respectively.

ISM X-FILES / by John Maduell

Sponsored by the LLNL ISM Rollout Implementation Team

<p>Be careful when lifting</p> <p>An employee injured his shoulder in July while attempting to relocate a 21-inch computer monitor.</p> <p>It might not look it but that monitor is heavy, too heavy and awkward for one person.</p> <p>This scenario was taken from Lab Lessons' Learned case files</p>	<p>What Happened</p> <p>The injury occurred when the employee dragged a 60-pound monitor out from under a table and over carpet. He then lifted the monitor onto a cart, transferred it to a new location, removed it from the cart and placed on a desk.</p> <p>Bending over this way placed the employee at high risk of injury due to the "fulcrum effect." He was lifting the weight of his upper body and the load.</p>	<p>Outcome</p> <p>The employee injured his shoulder resulting in several weeks of discomfort and work restrictions. He had previously injured his back while moving printers in a similar manner.</p> <p>Using the buddy system is the best way to move heavy or awkward items.</p>	<p>Problem and Possible ISM Solution</p> <ul style="list-style-type: none"> • Employees should follow safe lifting guidance located in the E&S H Manual. • Supervisors are responsible to ensure that employees have the appropriate equipment and help necessary to perform tasks safely. • An employee who is unable to lift or move an item safely should notify his or her supervisor that additional equipment or help is needed. <p>Employees should work ergonomically.</p> <p style="text-align: right;">SLV the Safety Fox.</p>
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Technical Meeting Calendar

Friday
7

PHYSICS & ADVANCED TECHNOLOGIES

"J/PSI Hadroproduction at Hera-B," by Dorothea Samtleben, Deutsches Elektronen-

Synchrotron, Germany. 10:30 a.m., Bldg. 211, room 227 (uncleared area). Contact: Doug Wright, 3-2347, or Pat Smith, 2-0920.

MATERIALS SCIENCE & TECHNOLOGY

First talk: "5f Localization in Ultrathin Pu Layers," by Ladislav Havela, Charles University, Prague, Czech Republic. Second talk: "'Forced Oxidation of Th, U, and Pu," by Thomas Gouder, European Commission, Joint Research Centre - Karlsruhe Establishment, Karlsruhe, Germany. 3:30 and 4 p.m., respectively, Bldg. 235, room 235 (uncleared area). Coffee and cookies will be served at 3:20 p.m. Contact: Thomas E. Felter, 2-8012.

Monday
10

MATERIALS SCIENCE & TECHNOLOGY

"The Cu47Ti34Zr11Ni8 Glass

Forming Alloy," by Stephen Glade, Sun Valley, Calif. 10:30 a.m. Bldg. 235, Gold Room (uncleared area). Contact: Brian Wirth, 4-9822, or Roberta Marino, 3-7865.

Tuesday
11

LIVERMORE COMPUTING

LC Customers' monthly meeting. 9:30 a.m., Bldg. 111 Poseidon Room (cleared area). Contact: Teresa Delpha, taf@llnl.gov.

INSTITUTE FOR SCIENTIFIC COMPUTING RESEARCH

"Multilevel Conjugate Gradient Methods for Nonlinear Least-Squares Finite Element Computations," by Gerhard Starke, University of Hannover. 10 a.m., Bldg. 451, room 1025 (uncleared area). Contacts: Jim Jones, 3-5194, or Leslie Bills, 3-8927.

Wednesday
12

LASER SCIENCE ENGINEERING

"Value Engineering," by Ted Diaz, Diaz & Associates. 10:30 a.m., Bldg. 482 auditorium (cleared area). Contact: Bob Murray, 2-0308.

Friday
14

INSTITUTE FOR GEOPHYSICS & PLANETARY PHYSICS

"Measuring Neutron Star Radii," by Bob Rutledge, Caltech. Noon, Bldg. 319, room 205

(uncleared area). Contact: Joanna Allen, 3-0621.

MATERIALS SCIENCE & TECHNOLOGY

"Characterization of Nanostructural Features in Irradiated Reactor Pressure Vessel Steels: Implications for Nuclear Reactor Lifetime Extension," by Brian Wirth. 3:30 pm, Bldg. 235, Gold Room (uncleared area). Coffee and cookies will be served at 3:20 p.m. Contact: Thomas E. Felter, 2-8012.

The deadline for the next Technical Meeting Calendar is noon, Wednesday.

Send your input to tmc-submit@llnl.gov. For information on electronic mail or the news-group llnl.meeting, contact the registrar at registrar@llnl.gov.

NEWS OF NOTE



Avoid injury by identifying activities subject to stress

We often think of computers when the words “repetitive motion injuries” are uttered, yet as Hazards Control Department Head Jim Jackson notes there are many other activities in our daily lives that can put us at risk for developing such injuries.

Writing in a recent issue of *The Safety Leader*, a newsletter published by the Hazards Control Employee Safety Committee, Jackson defines at-risk activities as those that require us to perform the same motion over and over again.

At-risk activities in the workplace include the use of computers, of course, as well as the use of hand tools, the operation of powered equipment, pipetting, filing and cleaning. Non-computer-related at-home examples include gardening, cleaning the house, knitting, painting, playing musical instruments and participating in sports.

Jackson advises that we take a look at our activities, both at work and at home, to identify where we may be at risk for developing a musculoskeletal disorder (MSD). Once we have identified at-risk activities, he says, we should think about the actions we could take to reduce our risk of injury from them.

To reduce computer-related repetitive stress

injuries within his department, Jackson has identified three key actions for HC employees:

- Every department employee who uses a computer is required to complete KeyMoves Ergonomics Training (HS 5316W). KeyMoves is a Web-based training program for prevention of discomfort, pain, and possibly repetitive strain injury caused by incorrect use of the computer keyboard and/or mouse.
- Every Hazards Control employee is required to install and use Stretchware, a computer program that is designed to provide reminders to computer users to take breaks during their work and to aid them in performing various stretching exercises.
- Every HC employee who uses a computer a significant amount of time is required to have an ergonomic evaluation performed by a qualified evaluator.

Jackson also has issued the following guidance to HC employees that covers all at-risk activities:

- Raise your awareness that any activity that requires repetitive motion can place you at risk.
- Ensure that all of your work sites have been set up to be as ergonomically friendly as possible. Have handcarts available to move

items, ensure work areas are ergonomically designed and adjust bicycles to fit the needs of your body.

- Select the best tools and equipment to do the job. If you don’t have the equipment, inform your supervisor or Industrial Safety Engineer.
- Take training as appropriate (HS 5311 Ergonomics: The Selection and Use of Hand Tools and one of the back care classes the Laboratory offers).
- Review Section 19.1, LLNL Ergonomics Program, in the ES&H Manual.
- Take frequent breaks from repetitive tasks or perform alternate tasks during the workday to interrupt repetitive activities.
- Respect pain. If an activity causes pain or discomfort, stop and evaluate the activity.



Hazards Control offers beryllium worker safety course on Wednesday

The Hazards Control Department has developed a new Beryllium Worker Safety course (HS4256) as part of LLNL’s implementation of the Chronic Beryllium Disease Prevention Program, replacing the former HS-4255. Several pilot classes were held; the first regular class will be Wednesday, Sept. 12.

The Chronic Beryllium Disease Prevention Program details LLNL’s implementation of DOE Regulation 10 CFR 850. The new Beryllium Worker Safety class is an integral part of this program and is required for beryllium workers. The required class is to be repeated every two years. As part of LLNL’s ongoing ISM program, beryllium workers should have been identified. If you have not been identified as a beryllium worker, but feel you are one, contact your ES&H Team Industrial Hygienist or your work supervisor.

The Chronic Beryllium Disease Prevention Program also addresses “formerly exposed workers.” These are individuals who may have been exposed to beryllium in the past, but do not currently work with it. This may include scientists, engineers, technicians, craftsmen, and in some cases administrative or managerial professionals. Another class, appropriate to the needs of these individuals, will be developed in the next six months. However, they may satisfy their training requirement by taking the HS4256 class, if they so choose.

Beginning in September, the Beryllium Worker Safety class (HS4256) will be offered monthly. It provides information on:

- Properties and uses of beryllium
- Health effects of beryllium
- Engineering and administrative controls
- Personal protection equipment
- Beryllium use at LLNL

- LLNL’s Chronic Beryllium Disease Prevention Program
- Where to get more information about Beryllium.

If you require this class you may auto enroll though the LTRAIN Web page at https://www-ais.llnl.gov/llnl_only/docs/hr/ltrain/ (select “View Schedule/Enroll” from the menu), or by contacting your training coordinator. Alternatively you may satisfy this training requirement by taking an online challenge test throgh the Hazards Control Web-Based Training at <http://www-hctrain.llnl.gov/>, select “Web Based Training” and click on HS4256-00-W Beryllium Worker Training Challenge Test.

You must complete the Beryllium Worker Safety course by April 1, 2002 or LTRAIN will show you as out of compliance on this training requirement.



Flip the switch

With the current power shortages in California, please turn your computers and other electronic equipment off when you leave your work area.

Not only does this save power, it is also an excellent computer security measure. One should never leave a computer powered up and unattended for long periods of time.

INTERNAL TRANSFER OPPORTUNITIES

Tag	Requisition	Classification	Title	Organization
AD	2597	112.1	Human resources specialist	Administrative
FI	2715	136.1	Systems analyst	Finance
FI	2755	136.2	Senior systems analyst	Finance
NA	2798	200	Scientist/engineer	NAI
BS	2582	225	Biomedical scientist	Biology & Biotechnology Research
CH	2145	242	Chemist	Chemistry & Materials Science
EZ	2763	242	Geochemist/chemist	Energy& Environment
EE	2784	249	Engineer	Electronics Engineering
ME	2724	249	Engineer	Mechanical Engineering
ME	2820	249	Mechanical engineer	Mechanical Engineering
ME	2836	249	Engineering analyst	Mechanical Engineering
CH	2832	270	Physicist	Chemistry & Materials Science
DT	2448	270	Deputy associate division leader/program leader	Defense & Nuclear Technologies
PT	2644	270	Laser physicist	Physics & Advanced Technologies
PT	2823	270	Physicist	Physics & Advanced Technologies
CO	2250	285	Computer scientist	Computer Applications Organization
CO	2738	325.1	Computer support associate	Computer Applications Organization
CO	2773	325.1	Computer support associate	Computer Applications Organization
HC	2717	371.1	Facility safety officer	Hazards Control
ME	2797	405.2	Administrative specialist II	Mechanical Engineering
EE	2812	405.3	Administrative specialist III	Electronics Engineering
PT	2830	405.3	Administrative specialist III	Physics & Advanced Technologies
CH	2818	405.4	Administrative specialist IV	Chemistry & Materials Science
PT	2828	405.4	Administrative specialist IV	Physics & Advanced Technologies
BS	2802	502.1	Scientific technician	Biology & Biotechnology Research
BS	2754	502.3	Sr. Scientific technologist	Biology & Biotechnology Research
BS	2816	519.1	Assistant laboratory animal tech	Biology & Biotechnology Research
ME	2789	533.1/2	Technician	Mechanical Engineering
ME	2790	533.2/3	Technologist	Mechanical Engineering
ME	2793	533.3	Technologist	Mechanical Engineering
ME	2817	538.3	Senior technical coordinator	Mechanical Engineering
ME	2691	971.1/2	Metal fabricator I/II	Mechanical Engineering



CLASSIFIED ADS

AUTOMOBILES

Automobile Accessories1993 - Honda Civic Coupe, Black,auto, air,alarm, CD,tinted windows,new tires,excellent condition,very clean asking \$5900. 209-239-3918

1991 - Acura Integra LX 138,000 mi. good shape, call for details, \$4800 925-447-4224

1984 - Chevy K5 Blazer, 4X4, loaded, rebuilt 350c.i. engine, rebuilt overdrive trans. Stereo w/subwoofer, CD changer. \$3,500. 209-234-2071

1988 - 4 door Plymouth Reliant sedan ac, at, 80k miles, new battery, brakes and rear shocks excellent running condition \$1200.00 925-606-9847

1966 - -classic Ford Comet Caliente,289 V8 auto, good condition.\$3200. eves 209-464-6298

1992 - Chevy Camaro RS Coupe2D,V6,Automatic,Teal, A/C,PWR- windows, doors,locks, cruise control,AM/FM,cass,CD player,T-bar,prem whls.Good cond.\$5,500 925-519-1677

1965 - VW Camper Van - Safari window conversion kit still in box, side tent, needs some body work, recently rebuilt engine. Make offer. 925-443-1547

1996 - Ford Thunderbird LX, V-8, Auto, Red with Grey cloth int., only 37K miles, \$10,000 OBO 925-634-8523

1995 - Mustang GT Convertible Black/Black 5.0L 75K, New tires, Alpine CD Changer Very good condition. \$10,500 Firm 925-447-5525

1997 - Ford Explorer Sport, White, automatic, air, new tires, AM/FM/CASS, PS, luggage rack, 2dr-2wd. Like new -- only 58K mi \$15,750 925-846-3508

1958 - Edsel - Runs but needs work. \$3500.00 obo. 209-858-5019

1995 - Chevy Tahoe 4x4, 78K miles, Blue exterior and interior, GREAT CONDITION. \$14,900 925-449-1509

1990 - Mazda MX6 LS, 5 speed, air conditioning, sun roof,excellent condition, \$3100. 925-736-0960

1990 - Corvette-58K miles.Forest green,leather interior,AT,AC,Pwr windows/locks,tilt,alpine cd,alarm,flowmaster ,always garaged,,\$15,000. 925-294-8489

AUTOMOBILE ACCESSORIES

CABOVER CAMPER self contained stove/oven. Refrigerator and lights will run on 12v, 110v and gas. Fits full-size truck with 8ft bed. \$300. 925-961-0153

Roof racks. One Yakima for cars w/ rain gutters. Includes towers and 48 in. bars \$40.00 One steel rack for rain gutters incl. canoe mounts \$30.00 925-455-6785

BICYCLES

Girls 16 inch bike, ex. cond. \$50/bo 925-449-1294

Cannondale T2000 Touring bike. 53.3cm alum. frame. Shimano component group. Purchased new in 2000. \$950.00 or b/o 707-645-8648

Specialized Hard Rock bike in good condition. Perfect for 6-10 year old. \$50 925-455-1747

Burley bike trailer. Light weight and durable. folds for compact storage. Seats 1 or 2 kids. \$125.00 925-455-6785

BOATS

2001 Bluewater Mirage 20.5 ft. open bow. 250 HP 350V8 Volvo Penta I/O engine. Seats 7. Great family boat. Many extras. Like new. 209-835-8438

1995 Kawasaki 900 ZXi jet ski with Shoreline trailer plus extras. Lots of great fun. \$3500.00 obo 209-551-4309

92 Wellcraft 18ft. new outdrive fish/ski. Exc. shape/condition. Economical 4cyl.Incl. new tires/spares/fish finder/2 Bimi tops & extras.7500 OBO 510-429-1530

Catamaran, 1998 unique modern sailing catamaran combined with convenience of a power runabout. Trailerable. Raising centerboard & rudders. \$18,750. 530-876-8053

ELECTRONIC EQUIPMENT

Pair custom DJ speakers with 15inch woofer+horn tweeter, Bose 901+equalizer, Sharp LCD projector, home CD players, offers accepted. 925-292-7799

Foley belsaw 508 sharpsall. lots of grinding wheels,and manuals.\$250.00 209-836-0631

LaserWriter, Apple 4/600PS 600dpi, Local Talk or stand-alone. used very little \$200. 925-443-7531

GIVEAWAY

Free upright Kenmore Freezer, 31 cubic feet, Works great, but to big for our needs. Call 925-443-7979

Couch, 7-foot. Restoration project leftover. Classic 1950s Danish modern wood frame. Back cushions missing; bottom cushion needs re-upholstering. 925-837-0421

Free Weslo Treadmill 209-239-4038

HOUSEHOLD

Day Bed with mattress. \$50 925-447-7088

Oak curio wall unit, pastel sectional couch, much more. Moving soon; call for prices; must sell! 510-449-0789

Sofa,7 feet 5 inches long, 3 feet 4 inches wide, white w/pillows, in good condition, \$500.00 obo. 925-447-0637

Cherrywood finish crib. Originally \$450, priced to sell at \$150 415-928-4469

Designer convertible sofa. Custom fabric. Excellent condition. Cost \$1600 new; sell for \$400. 925-449-2230

Broyhill,4 piece bedroom set-armoire, night-stand and dresser with large attachable mirror.Excellent condition,only 4 years old-\$1500 925-803-9550

Shutters, 2 pair country style shutters with hardware. Dark stained wood. 48 X 24 inches in size. \$10.00 for both pair 925-245-9648

MICROWAVE: Amana Radarange, black, large capacity, clean, good condition, works great, \$30 925-447-7585

Bunk beds, New England made, solid maple with mattresses.\$200 925-447-0666

Designer traverse drape cods, silver tone. Extend to 148 inches \$50.00 each or \$75.00 for the pair. 925-443-2245

TV/stereo home entertainment cabinet \$75, modern solid walnut officedesk \$85, modern dining table with extra leaf \$50, offers accept-ed 925-292-7799

Jenny Lind Cradle, dark wood, \$50. Little tykes small wagon, ride-on car, \$7 each. 925-294-9022

3 drawer chest w/matching desk. White w/gold accents. Great for little girls room, very good cond. \$100 set/bo 925-449-1294

Protect-A-Child pool safety fencing. 4 ft. high, approx. 125 feet in length, excellent condition. \$950 209-833-3785

Single bed, 4-post, cherry \$175; Coffee and end tables, lt. oak \$125 and \$50; Sofa-hide-a-bed \$135. 925-828-3143

Dryer, Norge, electric, X-large 20 lb. capacity, almond & black, only a couple of years old, \$150.00 925-634-8423

Large soft comfortable sofa. In good condition. Pale pastels. Herculon. \$150. 925-455-1747

GARAGE SALE- multi-family and block sale. All types of items. 5132 Diane Ln. Livermore 925-373-9435

Sectional less than one year old. With two recliners and, sleeper. \$750.00. 209-823-7696

Older heavy duty cement mixer.\$200.00 209-836-0631

4-piece crib set-Lambs & Ivy;My Teddy Bear (quilt /bumper/sheet/ dust ruffle) plus bear wall hanging, musical lamp & musical mobile. \$145/obo 925-216-4834

China Hutch Buffet. Glass & wood cabinet sits on oak wood cabinet w/1 solid drawer & two solid doors beautiful. \$250.00 925-455-9342

Atari Pole Position Full Size Arcade Game. Race a indy car through a road coarse. Excellent Cond.\$400.00 925-371-0318

Sega Outrun full size arcade game. Excellent condition. Drive various road coarases with force feedback steering wheel. \$600.00 925-371-0318

Cherrywood Bedroom set: Bed wall unit; dresser w/mirror; chest; entertainment center; and standing mirror. Good quality \$2800/obo. Can sell separate. 925-447-8264

Desk, solid oak, w/5 drawers (includes glass overlay top) with matching credenza w/5 drawers, great for printer & fax. Excellent condition. \$400. 925-648-0671

Crib, ChildCraft, Natural wood finish, above average condition, includes mattress. \$150 510-601-5180

Solid Oak Octagon Dinning Table with 4 upholstered rolling chairs. Also makes a great game table. \$250.00. 209-239-4038

LOST & FOUND

LOST- key cluster with green cable key-ring...has approx. 8-10 keys and misc. dispenser keys on it. If found, please call 3-3672, or 925-455-6174

MISCELLANEOUS

49er season tickets(2), sec 60, 8 games \$800 209-825-9961

Printer stand on wheels with 3 sliding shelves, 28 X 30 X 24 inches. Like new, will deliver within reasonable distance from Livermore. \$20.00. 925-245-9648

49er Regular Season Opening Day Tickets - 4 Tickets vs. Atlanta Falcons for September 9th - \$50/ticket (Face Value), Sec.52, Row 5, End Seats 510-656-8454

Pleasanton Singles and Pairs Square Dance Club invites you to learn Square Dancing. First three nights free starting 9/11. Call for Information 925-447-8613

Three foot tall, wooden lectern type dictionary stand. Like new \$25.00 925-443-2245

30 Gallon French oak barrel used for red wine approximately 4 years. \$40.00 925-443-7752

New barber set, Smith Corona word processing electric typewriter, Sears heavyduty sander, scroll saw, make offers 925-292-7799

Welders: Miller Spoolmatic 2 with weld control. Rated 200 amps 100% duty cycle. Great cond. w/case. \$300 OBO. . 925-837-4542

Solid pine dresser w/matching hutch/mirror. Dark finish, ex. cond. \$200/bo 925-449-1294

GARAGE SALE- multi family and block sale. All kinds of items. Sat. & Sun. 9/8-9/9, 8am to 4pm. 5132 Diane Ln., Livermore. 925-373-9435

Portuguese Cultural Fair, Saturday, September 15, 12 to 5p.m. St. Michaels Church Hall, 372 Maple St, Livermore, free admission 925-447-7357

BABY ITEMS - all excellent/like new condition. Child Craft Crib, bedding, Combi stroller, Graco Swing. 925-275-9434

Aprica stroller. Folds small. Good condition. \$15. 925-455-1747

Ski group at North Tahoe has opening in their cabin for a couple this winter ski season. 925-447-7584

5KW GENERAC portable generator,used 15 min. New \$674, asking \$350. 209-858-4422

Entertainment Center holds TV, VCR, Stereo Lite oak in color two smoke class doors. Its about 4 feet tall 4 feet wide 2 feet deep. \$175.00 925-455-9342

Round Bumper Pool Table; Top coverts to card table or kitchen table. \$200/obo. 925-447-8264

Computer cart, adjustable, gray, with 2 shelves. Excellent condition, almost new. \$50. 925-648-0671

Vacuum system, 4 inches w/wp and mech. pump \$500 510-581-9790

Large Video Arcade Game by Rock-Ola \$300 209-239-4038

MOTORCYCLES

1996 - kawasaki kdx 200 bark busters pro circuit pipe some extras runs strong 209-823-1111

1996 - Harley Davidson. 1200 Sportster XLT, 4500 miles \$6,500 OBO. 925-447-9877

1986 - Kawasaki 600 Ninja, Good cond. low miles, registered to 2002 \$ 1200.00. 209-823-1901

MUSIC INSTRUMENTS

For sale: Clarinet, Bundy - excellent condition. \$250 call 925-443-7979

Violin, student, 1/2 size, Besler. Excellent condition. \$100. 925-686-6151

Suzuki violin, 1/4 size, Wolf violin headrest (1/2 size), Violin Strings, all like new. Make offer 925-292-7799

Violin. 3/4 size. Very good condition. New bow and case. Perfect for 4th or 5th grader. \$250. Cheaper than renting. 925-455-1747

Crate practice Amp.With eight inch speaker Clean and, Distortion channels. Exellent condition. \$85.00. . 209-823-7696

Alto saxophone, Selmer Signet (one above Bundy). Used one year by Livermore high school student. Excellent condition. \$500 925-455-5814

PETS & SUPPLIES

Airline Cat Carrier, good contition, \$15. 925-447-7585

FREE to good home, blue budgie with cage and all equipment. 925-454-9431

RECREATION EQUIPMENT

Universal weight machine,with 10 stations. 200lbs. excellent condition asking \$600. 209-239-3918

Nordic track, \$100. 925-447-0666

Bowflex Power Pro XTL with lat tower and leg ext/curl attachments. Over 70 exercises. Paid \$1399; asking \$800. 925-449-7066

CABOVER CAMPER self contained stove/oven. Refrigerator and lights will run on 12v, 110v and gas. Fits full-size truck with 8ft bed. \$300. 925-961-0153

Pool table, half size \$45. 925-828-3143

Dive gear like new,used twice.bcd, regulators weights, mask, fins, snorkel,mats,ab gear. \$800.00 for all 209-836-0631

Portable Electric Scuba Tank Compressor. Nautica Model MCH6 - 3000 psi. Never used. Cost \$3,000. Sell for \$1,500. 925-634-1676

Large mens Mongoose mountain bike. Crome frame, rack, runs well. \$50.00 925-455-6785

RIDESHARING

Express your commute, call 2-RIDE for more information or visit "http://www.rllnl.gov/tsmp

Modesto - vanpool regular seats available. 8-4:30 schedule. \$113/mo. Help with the driving (optional) and save more per month. 209-521-9047, ext. 2-5177

DANVILLE - near Camino Tassajara & Crow Canyon - 2 drivers/riders seeking additional members to carpool from south Danville. 8:00 - 4:45. 925-736-1991, ext. 2-1039

TRACY - Carpool looking for passengers. Hrs 8-4:45. 209-833-1201, ext. 2-9955

Modesto - Carpool, 2 seats, share driving, flexible 7:30-4 schedule 209-522-7136, ext. 3-3575

SERVICES

Tree Service - trimming, thinning, removal, stump grinding and brush clipping. 925-449-2087

TUTORING in high school and college chemistry and math. 925-443-2095

Exterior House-Painting - Over 15 yrs experience. Quality work & paint w/free estimates. 925-447-5132

Exterior House Painting - Over 15 yrs experience. Quality equipment and paint w/ free estimates. 925-447-5132

To rent, Cabo San Lucas. At the Bueblo Bonito Blanco, Oct. 29th thru. Sept. 3rd. unit Sleeps 4 and only 5 min. walk to town. \$700. 510-782-2349

Need someone to care for your pets while you are away? Very reliable. 925-373-4800

Licenced adult baby siter, available in Livermore area only. Responsible and reliable. Please call for details. 925-449-3776

Looking for a reliable contractor to add a small addition to my house in Livermore. Any recommendations appreciated. 925-443-4639

SHARED HOUSING

TRACY - furnished room in 4br/2bth house. Shared use of kitchen,bth, laundry. Utilities incl.\$450. 209-833-1201

Livermore - Room w/private bath, new house, full privileges, cable, bike, biweekly maid service included. 2.5 m from Lab, quiet, \$500 plus phone/utilities 925-209-7429

Livermore - Shared housing in Springtown with private entrance, kitchen, and bathroom. N/S, No pets. \$650/mo plus utilities. 925-455-8108

Livermore - -Share clean 3 BD, 2BA home, simple furnishings available or unfurnished, full privileges, private bath, N/P, N/S; \$500 + share utilities. 925-455-5362

Livermore - - room available 9/21, 4.5 miles from Lab. \$450/month plus \$200 deposit. Single, N/S, no pets. Share kitchen, laundry. 925-443-3326

Livermore - \$550/mo, util included, bedroom + bath, new home, 3 miles from lab, house privileges, \$350 deposit. 925-371-6232

TRUCKS & TRAILERS

1995 - Sportsmen 28 ft. trailer; like new inside \$7,500 or best offer 209-825-9961

1991 - Ford Bronco. Eddie Bauer. 85k Miles. Excellent Condition. \$7,500 925-516-3768

1994 - Ford Ranger,V6, original owner, 75,000 miles, clean except for damage to right side from a parking lot incident, \$3,200 925-484-4099

CABOVER CAMPER self contained stove/oven. Refrigerator and lights will run on 12v, 110v and gas. Fits full-size truck with 8ft bed. \$300. 925-961-0153

1971 - Chevrolet short bed fleetside pick up. Good cond. 350 V8, AT, front disc

brakes, good tires, nice rims, primered paint. \$ 2300.00. 209-823-1901

1987 - Nomad 29Ft. 5th Wheel Fully self contained. Queen Size bed electric brakes. A/C Am/FM Radio. Microwave,Stablizer jacks. \$6000. 925-828-3044

1999 - Chevy Silverado Short Bed, A/C, P/s/w/dl, C/C, CD, Towing Pkg, Custom Exhaust, Premium Whls, B/L, Tonneau Cover, 20K miles \$18,000. obo 209-551-4309

1985 - Nissan Kingcab 4WD,rollbar,cd,cb,moonroof,great tires/brakes. Needs T.L.C. \$1950. Call Tyler 925-443-4350

1999 - Tent Trailer, Coleman Utah. Sleeps 9, excellent condition, stored indoors, only used 3 times. \$8,450/obo. 209-473-8627 or 925-706-8179

1996 - Ford Ranger XLT Super Cab, A/C, 93K, maintained well, new tires, brakes, waterpump and timing belt. \$8,000 OBO 209-456-1028

1997 - Toyota Tacoma: Red: 40Kmiles: Great Condition: \$7000 925-447-7234

VACATION RENTALS

To rent, one week at Cabo San Lucas, Bueblo Bonito Blanco. Oct. 29th thru Sept. 3rd. Unit Sleeps 4 & is only a 5 min walk from town. \$700 510-782-2349

SOUTH LAKE TAHOE - 3 Bedroom 2 Bath Chalet, nicely furnished,all amenities, Park with Lake, tennis etc. Reserve Now! 209-599-4644

Twain Harte - Fully furnished.2bdr 2full bath.Cable TV,VCR, washer,dryer, dishwasher, microwave and more.Close to Pinecrest Lake.\$150wknd \$300wk. 925-443-2808

Kihei, Maui. - Beautiful, Oceanfront Condos, will all amenities. Large Pool, Tennis Courts, Workout Room, BBQ, Putting Green. Great Location! Low LLNL Rates 925-846-8405

WANTED

Wanted 5th wheel trailer with slide out 1998 or newer 209-931-2466

Two Used lake or ocean kayaks 925-443-4188

Want to buy Bow Flex fitness machine, preferably with attachments. 925-895-5731

3 hp. electric motor for air compressor. 925-443-2245

Anyone work on PCs as a hobby or side job? Mine needs purging and memory upgrades. Will pay reasonable rate! 925-625-1342

Housekeeper wanted in Danville to clean neat couples house every 3 weeks. Must be reliable, dependable, honest and thorough. 925-648-0671

P/T daycare assistant needed 2:30-4:30 M-F. 925-449-6313

Looking for reliable housecleaner to clean home in Livermore every two weeks. Must have references. Call during evenings. 925-606-9974

15 inch, 5 lug chrome wheels, 4 each to install on my boat trailer. Perfer chrome mags, but any

rims in good condition will do. 925-373-2528

WANTED: Old stereo/music equipment. Amps, tube equipment, speakers. Working or not. 925-443-2954

Beginner Drum Set suitable for 13 yr old. Call after 5:30 pm. 925-828-6737

Generator, 2000-5000 watts, for a small cabin that is off the grid. 510-601-9244

Wanted: PC Laptop: Minimum P3-500MHz., 128MB Ram, 10G HD, 8X DVD, 8MB Video. Need for School. 925-837-8780

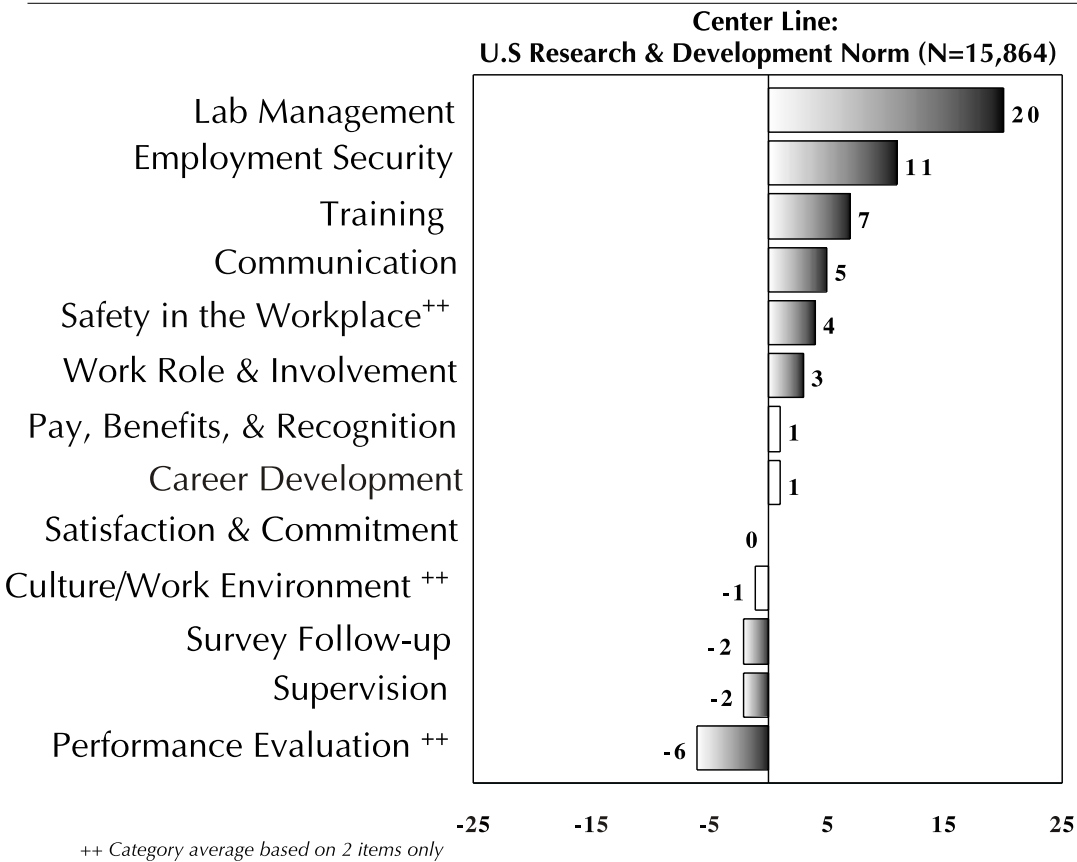
Wanted 2-4 tickets when the 49ers play the Dolphins on December 16. Looking for good seats. 925-373-9224

Tomatoes (1-3 bushels) needed for home canning. 925-447-2687

Young person to cut lawns, trim hedges and trees, and clean up around house. 925-447-7768

in

LLNL Overall 2001 (N=5,413)
Compared to U.S Research & Development Norm



Lab employees' responses when compared to the U.S. Research and Development norm. The numbers represent the percentages above or below the norm.

SURVEY

Continued from page 1

well above the norms of U.S research and development, Silicon Valley companies, as well as similar government research institutions in DOE and DoD. Areas where Lab employees are more favorable than the norms include group management, employment security, safety, benefits and communication, among other areas.

While issues such as performance evaluation and ranking fell significantly below all three norms, 64 percent of the employee population still feel their performances are evaluated fairly. The Lab's survey score was 3 percent below the U.S. R&D norm.

Brajkovich said ranking "is an area where people were consistently unhappy with the overall system. They want change."

Overall, employees feel they are empowered to do their jobs, there is sufficient contact between employees and group management (group and division leaders), and feel benefits are as good as or better than those of similar organizations outside the Lab, Brajkovich said.

The survey also showed some improvements since the last employee survey, held in 1995. Since that time, employees have grown more positive about the Lab's diversity efforts, its ability to follow up on the survey results, supervision and Lab management. However, areas such as culture/work environment, performance evaluation, career development, training, and pay, benefits and recognition all showed slight downturns — from 2 to 9 percent.

"The survey shows many people are very happy to be associated with the Laboratory and are satisfied with their work environment," said Brajkovich. "But that doesn't mean they wouldn't like to see a few improvements that go beyond previous tweaking."

Jan Tulk, AD for Administration, thanked employees for "exceeding expectations on responses" and promised a "swift" response (see accompanying story).

While the survey identified many strong areas for the Lab, there were also notable areas for improvement. In addition to perfor-

mance evaluations and ranking, improvement areas included the need for more "people skills" among managers, a higher number of managers undergoing the current crop of training courses, more visibility among senior managers, additional career and personal development opportunities, better pay competitiveness, and increased respect in the workplace.

Brajkovich explained the survey shows that while people understand there is a natural hierarchy at the Lab, employees want increased respect for the jobs that need to be done.

"Some jobs may be more critical to the Lab's mission, but every job still has to be done," said Brajkovich. "People want to see a little more humanity and a little more respect among the division of labor."

Brajkovich said among the surprises in the survey is a request for a five-day workweek with flexible start and stop times. Prior to the survey there was speculation for an overwhelming request for four/10 or nine/80 schedules. However, work weeks such as four 10-hour days or 80 hours over nine days with a



FRANK NUNEZ/TID

Director Bruce Tarter called the survey results 'fascinating' and said they will take some time to digest.

10th day off were the second and third choices overall, with telecommuting and the standard 40-hour work week coming in fourth and fifth respectively. Only 30 percent of the Lab showed interest in part-time schedules, while only 18 percent of the respondents were interested in job sharing. These responses do vary by age or job classification, indicating the need for further examination.

When asked what issues were of "utmost importance" or very important in terms of improving morale or continuing a career at the Lab, respondents cited: UCRP retirement (82 percent), pay (81), the benefits package (80), challenging work (77), the work environment (73) and job security (72).

Other suggestions for improving job satisfaction and commitment include expanding on-site services, such as a post office, dry-cleaning pickup, etc. (28 percent ranked this a first choice), expanding food service/eating options (19), expansion of LLESA activities (18), expanding availability of childcare (11), and offering backup childcare (4).

The survey asked 179 questions broken into categories such as Lab Management, Supervision, Work Role & Involvement, Diversity, Communication, Training, Performance Evaluation and Career Development.

The total number of survey responses was 5,413, or 70 percent of the workforce, a 2 percent increase from the 1995 survey total.

The survey broke down results by directorate, job classification, matrix, age, tenure, gender and ethnic background. Survey results found very little difference in opinion between men and women, longer and shorter tenure, and younger or older employees.

See SURVEY, page 8

Gender Comparison

A. Lab Management	G. Performance Evaluation	L. Satisfaction & Commitment
B. Supervision	H. Career Development	M. Culture/Work Environment
C. Work Role & Involvement	I. Pay, Benefits, & Recognition	N. Environment
D. Diversity	J. Safety in the Workplace	O. Work/Life Balance
E. Communication	K. Employment Security	P. Survey Follow-up
F. Training		

Group	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Lawrence Livermore National Laboratory (N=5,413)	49	65	75	59	70	49	44	55	45	83	51	71	57	ID	44
Male (N=3,471)	1	0	-2	2*	-1	-1	0	-2	0	-1	-3*	0	1	ID	-1
Female (N=1,876)	-1	-2	3*	-4*	3	3*	-1	4*	0	3*	6*	1	-2	ID	2

*A statistically significant difference.
ID = insufficient data for category average

The first line represents the Labwide percentage of favorable responses to the various issues. The answers were broken down by gender and the numbers represent the percentage difference from the Labwide response.



THE BACK PAGE

SURVEY

Continued from page 7

Percentage differences tended to fluctuate more when comparisons were cut by ethnic or racial background. African Americans have concerns regarding Lab management, supervision and diversity (10 to 16 percent less favorable from the Lab's overall scores); Asian/Pacific Islanders cited career development, job security and satisfaction and commitment as concerns (7-8 percent difference from the Lab average).



FRANK NUNEZ/TID

Leo Brajkovich of ISR presented the survey findings. Brajkovich helped develop the survey.

To clarify any area of concern, employees were also given a chance to provide written comments. When asked what critical areas need to be improved, 4,170 employees made 7,386 comments, citing pay, benefits and recognition, Lab management and performance evaluation as the top three areas.

When asked what are the Lab's greatest strengths to preserve and build on, 2,958 employees made 4,789 comments. Creating a research environment, the Lab culture and work environment, and pay benefits and recognition were the three areas cited most.

Brajkovich said that while most employee comments tend to be negative in any survey, "it isn't the whole picture. The quantitative data is more representative than the qualitative. What this

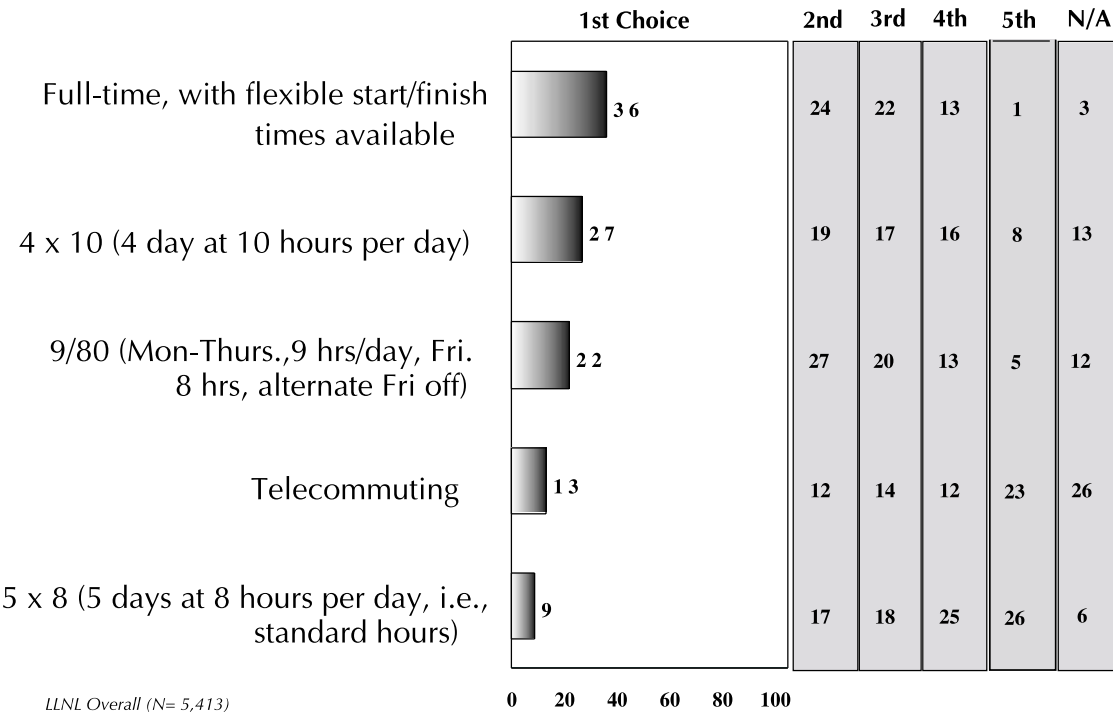
survey says is that employees will take any opportunity to critique the Lab, but at the end of the day 83 percent are proud to be working here."

Yet Brajkovich cautioned the many positive results are no reason to sit on the data. "History shows the Lab is a careful culture that takes its time getting through the issues," he said. "The company that succeeds long term is the one that identifies and cultivates its strengths while it continually looks for, and acts on, its areas for improvement."

For a complete look at the survey results, excluding employee comments, see the Website at http://www-r.llnl.gov/intranet/001news/esr_files/esr.html. Employee comments will eventually be made available for review at the TID Library. They are being screened to ensure anonymity.

Work/Life Balance

What is the full-time work week schedule that would best balance your work/life needs?



LLNL Overall (N= 5,413)

ACTION

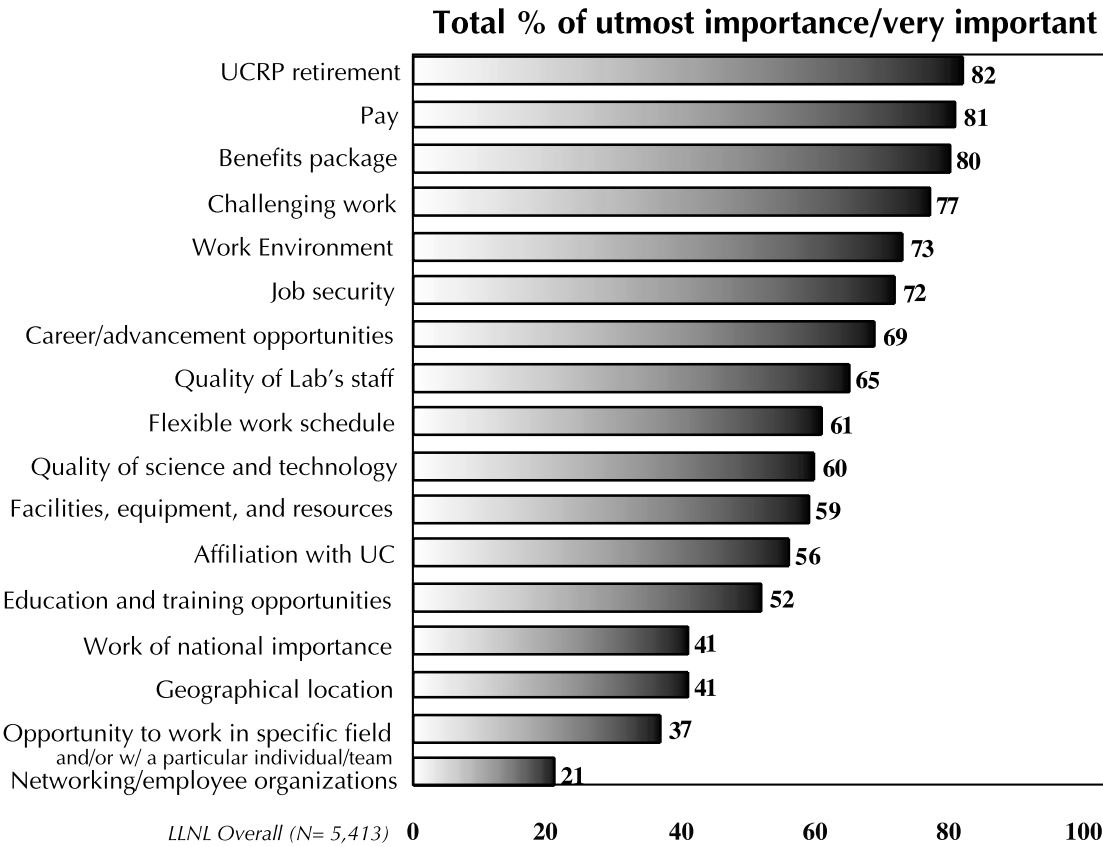
Continued from page 1

one wishing to participate in the focus groups or recommend feedback on the survey results can send an e-mail to her or to Jeff Wadsworth, deputy director for Science and Technology and Tulk's co-chair for formulating recommendations.

All employees can review the complete survey data by clicking on the survey icon on the Grapevine Website, www-r.llnl.gov. The verbatim comments, filling more than 1,500 pages, will be available for employee perusal at the TID Library once ISR, the survey company, removes all references to personal identification.

Satisfaction & Commitment

Please evaluate the following factors in terms of their importance to improving your morale and continuing your career at the Lab:



LLNL Overall (N= 5,413)



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